

DEPARTMENT OF THE ARMY
GREAT PLAINS REGIONAL MEDICAL COMMAND
FORT SAM HOUSTON, TEXAS 78234-6200

REPLY TO
ATTENTION OF

MCGP-EO

15 January 2002

MEMORANDUM FOR GREAT PLAINS REGIONAL MEDICAL COMMAND

SUBJECT Great Plains Regional Medical Command Sexual Harassment
Policy GPRMC Policy 600-02-02)

1. Purpose. This policy outlines responsibilities and prescribes policies and procedures for the prevention of sexual harassment. Reference. AR 600-20 Army Command Policy 15 July 1999
Scope. This policy applies to military and civilian personnel and their family members. It defines sexual harassment and identifies responsibilities of individuals filing complaints.

2 Description

a. It remains this command's policy that military and civilian personnel must be allowed to live and work in environments free from unsolicited and unwelcome sexual advances or behaviors. Sexual harassment is unacceptable conduct and I will neither tolerate nor condone it.

b. Sexual harassment is defined as a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

(1) Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or

(2) Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance creates an intimidating, hostile or offensive working environment.

c. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay or job of a military member or civilian employee is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

MCGP-EO

SUBJECT: Great Plains Regional Medical Command Sexual Harassment Policy (GPRMC Policy 600-02-02)

5 Responsibilities

a. All personnel are to report all incidents of sexual harassment.

b. Military personnel and civilian employees who file sexual harassment complaints:

c. Should first use their chain of command.

d. If the chain of command cannot resolve the problem:

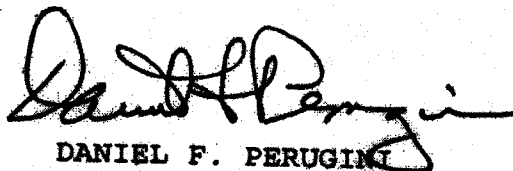
(1) Military personnel should contact the Equal Opportunity Office or the Inspector General's Office.

(2) Civilian employees should contact the Equal Employment Opportunity Office.

e. Family members:

(1) Are encouraged to first request resolution through their sponsor's chain of command, but may submit their complaint through any Equal Opportunity Office.

6. The point of contact is SFC Myrick, Equal Opportunity Advisor, Great Plains Regional Medical Command at DSN 421-2353 or Commercial (210) 295-2353.



DANIEL F. PERUGINI
Brigadier General, MC
Commanding